

**Michigan
Women's Commission**
*Improving the quality of life
for Michigan women*



2009
Annual Report

Jennifer M. Granholm, Governor

Kelvin W. Scott, Director, Department of Civil Rights

Emma Bell, Chair

Gloria Woods, Vice Chair

Judy Karandjeff, Executive Director

The Shriver Report: A Woman's Nation Changes Everything

This new report on U.S. women was released in November 2009. The report highlights the gains women have made and the work that still needs to be done. Some of the important findings are listed below.

Women are now the new breadwinners:

- Nearly 4 out of 10 mothers are the primary breadwinners.
- Nearly 2/3rds are breadwinners bringing home at least a quarter of the family's earnings.
- Women are now 50% of workforce, up from 35% in 1969.
- Only 20% of families have a female homemaker – 1 in 3 families with children is headed by a single parent.
- Women still earn 77cents on a dollar!

Men and women need government policies that reflect today's realities:

- Update our basic labor standards to include family-friendly employee benefits, such as providing paid sick days.
- Reform antidiscrimination laws so that employers cannot discriminate or disproportionately exclude women when offering workplace benefits.
- Update social insurance system to reflect the reality of varied families and family responsibilities, paid family leave and social security benefit changes.
- Increase support to families for child care, early education & elder care.
- Ensure that workforce and child care policies fully include men and respect their desire to be more involved in family life.

Working women's health needs to be addressed:

- Make affordable, quality, comprehensive health care coverage available regardless of gender, employment status or health.
- Remove the many employment barriers to building a family and a career at the same time.
- Address inequitable and unsafe working conditions to improve the work environment for everyone.

Women need better education:

- While women are receiving more education, the degrees aren't leading to higher paying jobs:
 - 62% of college associate's degrees
 - 57% of bachelor's degrees
 - 60% of all master's degrees
 - 50% of all professional degrees
 - Just under half of all Ph.Ds.
- We need to comply with Title IX and increase family-friendly environments.

continued on inside back cover

Table of Contents

Governor's Letter	3
Mission and Vision	4
Commission History	4
Commission Structure	5
Members & Staff	7-8
Commission Goals & Strategies	9-11
Commission's Positions on Legislation	12-15
Conferences 2009	16
Strategic Plan 2007-2010	17-22
Partnerships & Collaboration	24

Mission:

The Michigan Women's Commission works to improve the quality of life for Michigan women.

Vision:

Women creating leadership and partnership for change on issues that matter.

Commission History:

In 1961, President John F. Kennedy established the President's Commission on the Status of Women. Eleanor Roosevelt served as chair of this historic commission. Similarly, in Michigan, Governors Swainson and Romney created and supported governors' commissions on the status of women in the early 1960's. In 1968, the Michigan Legislature enacted Public Act 1, statutorily creating the Michigan Women's Commission as an on-going body.

During its 40-year history, the Commission has worked on the following issues of concern to Michigan women:

- Affirmative Action
- Child support
- Child care
- Domestic violence
- Economic independence
- Education
- Elder care and abuse
- Employment
- Equality
- GHB, club and rape drugs
- Health care
- Medical Information
- Older women's issues
- Osteoporosis
- Pay equity
- Personal safety
- Personal protection orders
- Pregnancy and prenatal care
- Pregnancy prevention and reproductive health
- Recognition of women's accomplishments and contributions
- Self-esteem
- Sexual assault
- Stalking
- Substance abuse/treatment
- Women running for political office
- Women and technology
- Young women as our future leaders

Commission Structure:

The Michigan Women's Commission was established by Public Act 1 of 1968. It consists of 15 members broadly representative of numerous fields of interest to women. The Governor, with the advice and consent of the Senate, appoints 15 members to the Commission for three-year terms. The Governor also designates a chair and a vice chair from members of the Commission. The directors of the following state departments, or their representatives, are ex officio members of the Commission: Civil Service; Energy, Labor and Economic Growth; Education; and Human Services. In addition to the 15 voting members, and four ex officio members, liaisons from other state departments and from the Governor's office are appointed by their respective department heads. The participating state agencies include the Department of Agriculture, Office of the Attorney General, Department of Civil Rights, Department of Community Health, Office of Services to the Aging, Department of Corrections, Department of Environmental Quality, Department of Energy, Labor and Economic Growth, Department of Management and Budget, Michigan Economic Development Corporation, Michigan State Police, Department of Natural Resources, Department of State, Department of Transportation, and Department of Treasury. The Governor also appoints the Executive Director of the Michigan Women's Commission.

POWERS AND DUTIES

As prescribed in Public Act 1 of 1968, the Commission shall:

1. Stimulate and encourage throughout the state the study and review of the status of women;
2. Strengthen home life by directing attention to critical problems confronting

women as wives, mothers, homemakers and workers;

3. Recommend methods of overcoming discrimination against women in public and private employment and civil and political rights;
4. Promote more effective methods of enabling women to develop their skills, continue their education, and to be retrained;
5. Make surveys and appoint advisory committees in the fields of, but not limited to, education, social services, labor laws and employment policies, law enforcement, health, new and expanded services, legal rights, family relations and volunteer services; and
6. Secure appropriate recognition of women's accomplishments and contributions to this state.

FUNDING

The Commission may accept federal funds granted by Congress or Executive Order for all or any of the purposes of this act as well as private gifts and donations from individuals, private organizations, or foundations, provided that the acceptance of federal funds commits no state funds and places no obligation upon the legislature to continue the purposes for which the funds are made available.

COOPERATION OF EXECUTIVE DEPARTMENTS AND AGENCIES

The Commission shall have the full cooperation of all executive departments and agencies of the state in the performance of its duties.

ANNUAL REPORTS AND RECOMMENDATIONS

The Commission shall submit an annual report to the Governor including recommendations based on its studies.

RULES AND RECOMMENDATIONS

The Commission shall have no authority to promulgate rules and regulations.

LAWS AND EXECUTIVE ORDER

In 1991, Governor John Engler issued Executive Order 1991-29. The Executive Order moved by a Type 1 transfer the Michigan Women's Commission from the Department of Management and Budget to the Michigan Department of Civil Rights. The Executive Order states in part that (1) all the statutory authority, powers, duties, functions and responsibilities of the Michigan Women's Commission are transferred to the Director of the Department of Civil Rights and (2) the Director of the Department of Civil Rights shall administer the assigned functions so as to promote efficient administration.

The Michigan Women's Commission is a Type I agency. According to PA 380 of 1965:

Sec. 3.

(a) Under this act, a type I transfer means the transferring intact of an existing department, board, commission or agency to a principal department established by this act. When any board, commission, or other agency is transferred to a principal department under a type I transfer, that board, commission or agency shall be administered under the supervision of that principal department. Any board, commission or other agency granted a type I transfer shall exercise its prescribed statutory powers, duties and functions of rule-making, licensing and registration including the prescription of rules, rates, regulations and standards, and adjudication independently of the head of the department. Under a type I transfer all budgeting, procurement and related management functions of any transferred board, agency or commission shall be performed under the direction and supervision of the head of the principal department.

Attorney General Opinions #4479 of 1966 and # 5329 of 1978 further discuss this act.

EXPENDITURES FOR MICHIGAN WOMEN'S COMMISSION October 1, 2007 – September 30, 2008 compared to October 1, 2008 – September 30, 2009 (in dollars)

Budgeted Items	2008 Actual Expenses	2009 Actual Expenses
Operating Expenses	\$41,319	\$37,210
Travel	\$5,085	\$6,270
Computer Services	\$2,596	\$2,556
Rent	\$22,094	\$23,432
Discretionary Budget	\$10,530	\$1,620
Salaries & Fringes	\$200,474	\$202,687
Total	\$282,098	\$273,775



Polly Howe, Michigan Pay Equity Network, speaks at Equal Pay Day Press Conference on April 28, 2009

COMMISSIONERS



Rana Abbas



Emma Bell



Donna Budnick



Pamela Faris



Emily Furrrow



Sally Shaheen Joseph



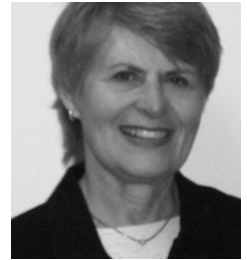
Patricia Lowrie



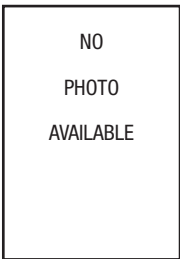
Alexandra Matish



Sheryl Mitchell



Judy Rosenberg



Estelle Smyth



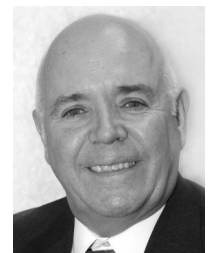
Ronda Stryker



Mary Alice Williams



Gloria Woods



Tom Wilson

Emma Bell, Chair – Detroit

Gloria Woods, Vice Chair – Bay City

Rana Abbas – Dearborn

Donna Budnick – Harbor Springs

Pamela Faris – Clio

Sally Shaheen Joseph – Flint

Patricia Lowrie – Okemos

Emily Furrrow – Grand Rapids

Alexandra Matish – Ann Arbor

Sheryl Mitchell – West Bloomfield

Judy Rosenberg – Birmingham

Estelle Smyth – Escanaba

Ronda Stryker – Portage

Mary Alice Williams – Grand Rapids

Tom Wilson – Wyandotte

EX OFFICIO MEMBERS

Diane Earls – Department of Civil Service

Norene Lind – Department of Energy, Labor & Economic Growth

Roberta Stanley replaced by Patty Cantu 12/09 – Department of Education

Jocelyn Vanda – Department of Human Services

LIAISONS

Cindy Albrecht – Office of Services to the Aging
Sophie Baker – Department of Civil Rights
Maxine Berman – Office of the Governor
Patty Cantu – Department of Education
Alethia Carr – Department of Community Health
Donna Donovan – Department of Treasury
Beth Emmitt – Department of State
Jenifer Esch – Department of Attorney General
Lt. Col. Kriste Kibbey Etue – Michigan State Police
Cynthia Grubbs – MI Economic Development Corporation
Robin Rosenbaum – Department of Agriculture
Sharon Schafer – Department of Natural Resources
Jackie Shinn – Department of Transportation
Lt. Tina Straw/Sonya Butler – Department of Environmental Quality
Joyce Van Coevering – Department of Management & Budget
Heidi Washington – Department of Corrections

STAFF

Judy Karandjeff - Executive Director
Sophie Baker - Program Specialist
Elizabeth Thompson - Program Specialist

INTERNS

The Michigan Women's Commission was fortunate to have interns and volunteers during 2009. We thank them for their hard work and the dedication they have provided.

Liz Chidsey – Michigan State University
Anika Fassia – University of Michigan
Sara Fisher – Grand Valley State University
Meghan Fortune – Volunteer
Jessica Hamel – Michigan State University
Angel Jenio – Michigan State University

Commission Goals and Strategies

Since May 2003, the Michigan Women's Commission (MWC) has been gathering information on issues of concern to women in Michigan to establish and drive our women-led agenda to improve the quality of life for Michigan's women. In 2003, we held our first networking meeting and hearing attended by representatives from 100 organizations in Lansing, and we conducted a survey on women's issues through our statewide newsletter and through women's organizations. In 2004, we held three public hearings in Detroit, Grand Rapids and Lansing, and we participated in the Status of Women in Michigan report issued by the Institute of Women Policy Research and funded by the Nokomis Foundation. In 2005, we held another public hearing in Traverse City and completed the Status of Women in Michigan Counties with the James A. and Faith Knight Foundation. The Michigan Women's Commission worked with the Governor to release the Governor's Women's Agenda. In 2006, we held public hearings in Saginaw and in Farmington Hills and our first "Young Women, Strong Leaders" Conference in Lansing. In 2007, we held our second women's organizations networking meeting. In 2008, we held our third networking meeting along with a Communication Toolbox Workshop presented by WomenWork! In 2009, we collaborated with others and held 3 "Young Women, Strong Leaders" Conferences and the "Rising to the Challenge" conference. We released our first report on the *Status of Young Women In Michigan* and provided data for a study of Genesee county's young women. MWC also filed a complaint with the MI Department of Civil Rights against the Lansing School District and others to resolve the time slots for varsity basketball. A settlement was reached.

The Michigan Women's Commission met four times in 2009:

March 11, Lansing

June 10, Lansing

September 9, Lansing

December 2, Lansing

In 2002, the Michigan Women's Commission implemented a strategic plan. The strategic plan identified a mission statement and operational structure which provided a framework for the accomplishment of the Commission goals. In 2007, the Michigan Women's Commission adopted a new strategic plan for three years. See pages 23-29 for the full text of the strategic plan.

I. Stimulate and encourage throughout the state a study and review of the status of women.

- prepared a new report, *The Status of Young Women In Michigan*; and placed it on our web site as well as distributed copies.
- gathered information about the status of women in Michigan and on state government programs impacting women, and placed it on our web site.
- highlighted the status of Michigan women in numerous speeches by commissioners and staff.
- distributed the publications, *The Status of Women in Michigan* and *The Status of Women in Michigan by Counties*.
- updated our web site with new information including a new list of women organizations and a calendar of women's events for 2009.

II. Strengthen home life by directing attention to critical problems confronting women as wives, mothers, homemakers and workers.

- publicized the Governor's Women's Agenda and the unintended pregnancy initiative in our newsletters, on our web site and in speeches.

- collected information about legislation and began holding quarterly Legislative Committee meetings with commission members and representatives from women's organizations.
- participated in a press conference on pay equity on April 28, Equal Pay Day, with other organizations, the bill sponsors, and other members of the Michigan House of Representatives and Senate. Other sponsoring organizations were the Michigan Chapters of the National Organizations for Women, American Association of University Women, Pay Equity Network, AFL-CIO, Coalition of Labor Union Women, and WomenWork!
- participated in a press conference with members of the Michigan House of Representatives and Senate announcing a legislative package to reduce the number of unwanted pregnancies, abortions and STDs by making contraceptives and comprehensive sex education more available.
- prepared a database to track state and federal legislation. We sent letters to bill sponsors of legislation we have supported and opposed. We testified on sexual assault legislation and comparable worth legislation.
- the Legislative Committee, chaired by Commissioner Alexandra Matish, held four meetings to discuss and recommend action on legislation.
- highlighted our "My Medical History" brochure on the web and in print.
- Maxine Berman and Judy continue to be involved with the Governor's Task Force on Unintended Pregnancy that recently released the new protocols for physicians to follow to highlight family planning issues for adults and teens.
- Judy continued to participate on the Family Planning Advisory Council, and other workgroups for the implementation of Plan First!

- developed materials for our website and for commissioners on the National Association of Women's Commission's Osteoporosis Awareness Project.
- issued winter, spring, summer and fall newsletters to over 13,000 people, highlighting women's issues.
- met with and hosted a luncheon with the MWC and the Michigan Women Legislators' caucus.

III. Recommend methods of overcoming discrimination against women in public and private employment and civil and political rights.

- acted as a referral for services through phone and email inquiries.
- Judy participated in meetings of the Office of Services to the Aging, State Advisory Council.
- worked with The White House Project in Michigan. They held numerous trainings throughout Michigan to encourage women to run for office.
- Judy served on the Board of Directors, the Nominating Committee and the Awards Committee for the National Association of Women's Commissions. Judy attended the spring board meeting in Rockville, Maryland in April.
- Judy attended a regional meeting of women's commission directors hosted by the U.S. Department of Labor, Women's Bureau, in Chicago in November.
- hosted the Michigan Roundtable for Diversity's academic conference to understand the impact of anti-affirmation action constitutional amendment. Director Kelvin Scott spoke at the event.
- MWC filed a complaint against the Capital Area Activities Conference, the Michigan High School Athletic Association and the Lansing School District because of its scheduling of girls' varsity basketball games in a time slot that is discriminatory when compared to the time allotted for boys' basketball. In October a settlement

was reached to alternate the time slots each year.

IV. Promote more effective methods for enabling women to develop their skills, continue their education, and to be retrained.

- continued to work with Christine Hammond, Michigan Advancement of Women in Higher Education, MSU Women's Center and others to develop the "Young Women, Strong Leaders" conferences held in three locations in spring 2009.
- Judy spoke at the "Girls to Women" Conference held in Lansing in July, sponsored by numerous organizations.
- coordinated the "Rising to Challenge" Conference held in October 2009 to assist women with information about education and finance programs.

V. Make surveys and appoint advisory committees in the fields of, but not limited to education, social services, labor laws and employment policies, law enforcement, health, new and expanded services, legal rights, family relations and volunteer services.

- provided information on our website about osteoporosis.
- updated our list of women's organizations on our website.
- placed our printed publications on our web site and made them available for tabling at events.
- updated on-line resource directory.
- attended the Michigan Department of Civil Rights Conference on Hate Crimes.
- attended the Michigan Department of Community Health's conference on Teen Pregnancy.
- worked with Elder Law, AARP and others to release information about the Elder Economic Security Standard Index, economic self-sufficiency for older women in Michigan.

- participated in MIAAHC Victim Support Sub-Committee.

VI. Secure appropriate recognition of women's accomplishments and contributions to the state.

- attended the Michigan Women's Hall of Fame dinner held on October 21 in Lansing. Judy also helped with ticket sales and paid for an ad in the booklet for the Michigan Women's Commission. Elizabeth, Sophie, Judy, Anika, Liz and Angel attended the event. Judy spoke and presented proclamations from the Governor.
- highlighted Women's History Month and International Women's Day, including proclamations from the Governor.
- attended the showing of the new video "We Can Do It! A Celebration of Michigan Women" released by the Michigan Women's Studies Association.
- worked with Oakland County Women's Commission, Macomb County Women's Commission and Ingham County Women's Commission.
- participated in the Michigan Women's Historical Center's 25th Annual Picnic on the Lawn, Women's Equality Day, Detroit NOW's annual event, and presented proclamations from the Governor at these events.
- attended the Breaking Traditions Award ceremony and the Great Start, Early Childhood Investment Corporation's Star Power Rally.

MWC LEGISLATION January 2009 – December 2009

Senate Bills

1) SB 64 (Jacobs) expand prescription coverage to include contraceptives. Assigned to Senate Health Policy Committee. **MI Women's Commission supports.**

2) SB 79 (George) prohibit smoking in food service establishments. Assigned to the Senate Government Operations and Reform Committee. **MI Women's Commission supports the concept.**

3) SB 97 (Brater) eliminate qualifications for absentee voting. Assigned to the Senate Committee on Campaign & Election Oversight. **MI Women's Commission supports.**

4) SB 114 (Basham) prohibit smoking in places of employment and expand smoking prohibition in food service establishments. Assigned to the Senate Government Reform and Regulation. **MI Women's Commission supports the concept.**

5) SB 159 (Anderson) require schools to have policy prohibiting harassment and bullying at school. Assigned to Senate Education Committee. **MI Women's Commission supports.**

6) SB 167 (Scott, Martha) expand prescription coverage to include contraceptives. Assigned to Senate Health Policy Committee. **MI Women's Commission supports.**

7) SB 275 (Jelinek) require schools to have policy prohibiting harassment and bullying at school. Assigned to the Senate Education Committee. **MI Women's Commission supports.**

8) SB 469 (Hunter) prohibit smoking in places of employment and require issue to be placed on the ballot. Assigned to the Senate Committee on Government Operations & Reform. **MI Women's Commission supports the concept.**

9) SB 486 (Brater) - same as HB 4851 - amend Elliott Larsen to provide equal compensation for comparable work. Assigned to the Senate Committee on Commerce and Tourism. **MI Women's Commission supports.**

10) SB 487 (Brater) - same as HB 4853- modifies provision regarding wage discrimination based on sex. Assigned to the Senate Committee on Commerce and Tourism. **MI Women's Commission supports.**

11) SB 488 (Whitmer)- same as HB 4854- establishes commission on pay equity. Assigned to the Senate Committee on Commerce and Tourism. **MI Women's Commission supports.**

12) SB 489 (Whitmer) - same as HB 4852- increases penalties for wage discrimination based on gender. Assigned to the Senate Committee on Commerce and Tourism. **MI Women's Commission supports.**

13) SB 497 (Clarke) prohibit discrimination for bias motivated crimes. Assigned to Senate Judiciary Committee. **MI Women's Commission supports.**

14) SB 498 (Clarke) provides sentencing guidelines for bias motivated crimes. Assigned to the Senate Judiciary Committee. **MI Women's Commission supports.**

15) SB 658 (Scott) expands health insurance prescription coverage to include certain contraceptives. Assigned to the Senate Economic Development and Regulatory Reform Committee. **MI Women's Commission supports.**

16) SB 659 (Brater) requires health insurance coverage for infertility treatments if pregnancy-related benefits are provided. Assigned to the Senate Economic Development and Regulatory Reform Committee. **MI Women's Commission supports.**

17) SB 660 (Jacobs) requires health insurance coverage for infertility treatments if pregnancy-related benefits are provided. Assigned to the Senate Economic Development and

Regulatory Reform Committee. **MI Women's Commission supports.**

18) SB 661 (Brater) requires health insurance coverage for pap smears to be covered. Assigned to the Senate Senate Economic Development and Regulatory Reform Committee. **MI Women's Commission supports.**

19) SB 662 (Clark-Coleman) require pap smears to be covered by health insurance in certain cases. Assigned to the Senate Senate Economic Development and Regulatory Reform Committee. **MI Women's Commission supports.**

20) SB 663 (Clark-Coleman) provides for age appropriate, medically accurate and objective sexuality education. Assigned to the Senate Education Committee. **MI Women's Commission supports.**

21) SB 664 (Thomas) creates emergency contraception education act. Assigned to the Senate Health Policy Committee. **MI Women's Commission supports.**

22) SB 665 (Thomas) establishes a uniform curricula on dating violence training, policy and education. Assigned to Senate Health Policy Committee. **MI Women's Commission supports.**

23) SB 666 (Jacobs) requires emergency rooms or urgent care centers to offer emergency contraception to victims of sexual assault. Assigned to the Senate Health Policy Committee. **MI Women's Commission supports.**

24) SB 667 (Cherry) requires pharmacists to fill prescriptions without bias. Assigned to the Senate Health Policy Committee. **MI Women's Commission supports.**

25) SB 668 (Whitmer) requires that crisis pregnancy organizations obtain informed consent from pregnant women. Assigned to the Senate Health Policy Committee. **MI Women's Commission supports.**

House Bills

1) HB 4097 (Griffin) allow no-reason absentee voting. Assigned to the House Committee on Ethics and Elections. **MI Women's Commission supports.**

2) HB 4099 (Scott) prohibit smoking in workplace. Assigned to the House Commerce Committee. **MI Women's Commission supports the concept.**

3) HB 4131 (Smith, Alma) provide for second parent adoption. 4/22/09 passed with substitute and on second reading on the House floor. **MI Women's Commission supports.**

4) HB 4192 (Warren) include sexual orientation and gender identity or expression as protected categories under the Elliott-Larsen Civil Rights Act. 11/4/2009 passed to the House Judiciary Committee and on 2nd reading. **MI Women's Commission supports.**

5) HB 4196 (Slavens) make certain buildings smokefree. Assigned to the House Regulatory Reform Committee. **MI Women's Commission supports the concept.**

6) HB 4327 (Young) prohibit discrimination for pregnant workers. 12/30/2009 signed into law, PA 190 of 2009. **MI Women's Commission supports.**

7) HB 4341 (Bauer) prohibit smoking in places of employment and expand smoking prohibition in food service establishments. Assigned to the House Regulatory Committee. **MI Women's Commission supports the concept.**

8) HB 4367 (Stanley) allows no-reason absentee ballots. 5/6/2009 passed House and Assigned to Senate Government Operations Committee. **MI Women's Commission supports.**

9) HB 4368 (Stanley) allows early voting. Assigned to the House Committee on Ethics and Election. **MI Women's Commission supports.**

10) HB 4377 (Gonzales) prohibit smoking in workplace and in food service establishments

with certain exceptions. 12/18/2009, signed into law, PA 188 of 2009. **MI Women's Commission supports the concept.**

11) HB 4580 (Byrnes) require policy prohibiting harassment and bullying at school. Assigned to the House Education Committee. **MI Women's Commission supports.**

12) HB 4752 (Huckleberry) prohibit smoking in workplace. Assigned to the House Regulatory Reform Committee. **MI Women's Commission supports concept.**

13) HB 4835 (Stanley) amend the Code of Criminal Procedure to add penalties for violating bias-motivated crimes. Passed House 5/20/09 and assigned to the Senate Judiciary Committee. **MI Women's Commission supports.**

14) HB 4836 (Robert Jones) amend the Michigan Penal Code to remove ethnic intimidation and include bias-motivated crimes. Passed House 5/20/09 and assigned to the Senate Judiciary Committee. **MI Women's Commission supports.**

15) HB 4851 (Bauer) – amends Elliott Larsen Civil Rights Act to prohibit discrimination for failing to provide equal compensation for comparable work. Assigned to the House Labor Committee. **MI Women's Commission supports.**

16) HB 4852 (Byrnes) - same as SB 489 - amend the penal code- crime if wage discrimination is based on sex. Assigned to the House Labor Committee. **MI Women's Commission supports.**

17) HB 4853 (Roberts) - same as SB 487 - amend the penal code - penalties for wage discrimination based on gender increase under certain circumstances. Assigned to the House Labor Committee. **MI Women's Commission supports.**

18) HB 4854 (Slavens) - same as SB 488 - amend Elliott Larsen - establishes a commission on pay equity. Assigned to the House Labor Committee. **MI Women's Commission supports.**

19) HB 5021 (Warren) – requires dating violence training, policy, and education in middle schools and high schools. Assigned to the House Education Committee. **MI Women's Commission supports.**

20) HB 5097 (Meadows) provides for mental health parity. Assigned to House Judiciary Committee. **MI Women's Commission supports.**

21) HB 5114 (Calley) mandates mandatory joint custody. Assigned to the House Judiciary Committee. **MI Women's Commission opposes.**

22) HB 5155 (Warren) requires emergency room or urgent care clinic to offer emergency contraception. Reported by House Judiciary Committee on 9/9/2009 and on House Floor. **MI Women's Commission supports.**

23) HB 5156 (Byrnes) expands prescription coverage to include certain contraceptives. Reported by House Judiciary Committee on 9/9/2009 and on House Floor. **MI Women's Commission supports.**

24) HB 5157 (Roberts) expands prescription coverage to include certain contraceptives. Reported by House Judiciary Committee on 9/9/2009 and on House Floor. **MI Women's Commission supports.**

25) HB 5158 (Meadows) requires crisis pregnancy organization to obtain informed consent by pregnant women before providing services. Reported by House Judiciary Committee on 9/9/2009 and on House Floor 2nd reading. **MI Women's Commission supports.**

26) HB 5159 (Hammel) requires coverage for infertility treatment if pregnancy-related benefits are provided. Assigned to House Judiciary Committee. **MI Women's Commission supports.**

27) HB 5160 (Miller) requires coverage for infertility treatment if pregnancy-related benefits are provided. Assigned to House Judiciary Committee. **MI Women's Commission supports.**

28) HB 5161 (Valentine) requires Pap smears to be covered by insurance under certain cases. Reported by House Judiciary Committee on 9/9/2009 and on House Floor, 2nd reading. **MI Women's Commission supports.**

29) HB 5162 (Liss) requires Pap smears to be covered by insurance under certain circumstances. Reported by House Judiciary Committee on 9/9/2009 and on House Floor. **MI Women's Commission supports.**

30) HB 5163 (Smith) provides for age appropriate, medically accurate and objective sexuality education. Reported by House Judiciary Committee on 9/9/2009 and on House Floor. **MI Women's Commission supports.**

31) HB 5164 (Brown, L.) provides for requirement for a pharmacist to fill prescriptions without bias. Reported by House Judiciary Committee on 9/9/2009 and on House Floor. **MI Women's Commission supports.**

32) HB 5165 (Donigan) creates the contraceptive education act. Reported by House Judiciary Committee on 9/9/2009 and on House Floor, 2nd reading. **MI Women's Commission supports.**

33) HB 5515 (Warren) protects breastfeeding in public places as a civil right. Reported by the House Judiciary Committee and 12/2/2009 on second reading in House. **MI Women's Commission supports.**

34) HR 84 (Kennedy) a resolution recognizing April 28, 2009, as Equal Pay Day in the state of Michigan. 04/28/2009 - Roll Call # 175 Yeas 108 Nays 1. **MI Women's Commission supports.**

35) HR 118 (Warren) memorializes Congress to adopt legislation expressing the sense that national health care reform should ensure that the health care needs of women and of all individuals in the United States are met. Reported by House Judiciary Committee on 9/9/2009 and on House Floor. **MI Women's Commission supports.**

36) HR 119 (Slavens) expresses the sense of this legislative body that the state of Michigan

should intensify its efforts to reduce the high rates of teen pregnancies. Reported by House Judiciary Committee on 9/9/2009 and on House Floor. **MI Women's Commission supports.**

37) HR 120 (Kennedy) memorializes Congress to enact the Prevention First Act to increase access to birth control to prevent unintended pregnancies and reduce the need for abortions. Reported by House Judiciary Committee on 9/9/2009 and on House Floor. **MI Women's Commission supports.**

38) HCR 23 (Segal) urges the Department of Community Health to promote programs to identify and address inequities in the prevention, treatment and research of diseases threatening the health of women. Assigned to the House Judiciary Committee. **MI Women's Commission supports.**

39) MI Women's Commission voted to support fair and equitable budget with increased revenues, 9/9/2009.

40) MI Women's Commission voted to support a women's right to reproductive choice, 9/9/2009.

41) MI Women's Commission voted to support the concept of the public defense system's reform, 12/2/2009.

Federal Legislation:

Fair Pay Act – HR 12 (DeLauro) and S 182 (Clinton) - in House Subcommittee on Workforce Protection and Senate General orders. **MI Women's Commission supports.**

Ratification of CEDAW – House Resolution 22 states that the Senate should ratify CEDAW. Senate is getting co-sponsors for a similar resolution. **MI Women's Commission supports.**

Health care reform with comprehensive reproductive rights, oppose Stupak-Pitts amendment and changes in mammography standards. **MI Women's Commission supports.**

CONFERENCES 2009

On Friday, March 20 at Grand Valley State University, Friday, March 27 at Wayne State University, and Friday April 17 at Alma College, the three host sites, Michigan ACE Network, the Michigan Women's Commission, Michigan State University Women's Resource Center, the Michigan Department of Education, Office of Career & Technical Preparation, and the U.S. Department of Labor, Women's Bureau presented "Young Women, Strong Leaders."

The Young Women, Strong Leaders conferences aim to support the personal and professional development of young women. Through skill development and professional mentoring opportunities participants will be prepared for success in their professional life. The first conference was held at Michigan State University in 2004.



Mentors and students talking at Grand Valley State University

The program included welcome remarks by state government officials, presidents of the universities and colleges, as well as keynote

addresses at each site. The remainder of the conference included leadership and skill building workshops and networking sessions. The Michigan Women's Commission was primarily responsible for raising money, providing mentors and leading the mentor workshops. We recruited over 100 mentors for the three conferences and raised over \$8,000.

On Friday, October 23, the "Rising to the Challenge" conference took place from 8:30 a.m. to 4:00 p.m. at Oakland Community



Nancy Chen, DOL, speaks at conference

College, Farmington Hills. Attendees at the unique one-day conference met and learned from leaders about jobs, housing, financial literacy, child care and other areas during these changing times.

The Women's Bureau, U.S. Department of Labor, served as a catalyst for convening this conference to address financial challenges faced by women and their families.

The conference helped Michigan communities leverage their resources to better serve women. Donele Wilkins, Executive Director of Detroiters Working for Environmental Justice, was the keynote speaker and highlighted her personal experiences and the work of this non-profit organization. Senator Gilda Jacobs, Huntington Woods, closed with next steps for the participants. Over 115 women registered for the conference and approximately 30 speakers and volunteers participated.

The conference was presented by the U.S. Department of Labor, Women's Bureau in collaboration with the Michigan Women's Commission, the Early Childhood Investment Corporation and Oakland Community College. Supporting organizations were Detroiters Working for Environmental Justice, Ingham County Women's Commission, Macomb County Women's Commission, Women's Commission of Oakland County and Womencenter, Oakland Community College.

Strategic Plan 2007-2010

Improve the Quality of Life for Michigan Women

GOALS (from PA 1 of 1968)	OBJECTIVES	STRATEGIES	PERSONS RESPONSIBLE	TIME LINE
I. Stimulate and encourage throughout the state study and review of the status of women in this state.	1. Update materials we have on status of MI women.	1A. Solicit, distribute and highlight materials prepared by Institute for Women's Policy Research (IWPR) and other organizations.	MWC staff	2007-2010
		1B. Place materials on our website that provide status information.	MWC staff	2007-2010
	2. Conduct a new study of status of girls in Michigan.	2A. Work with organizations, such as Kids Count, departments and others to compile, write and disseminate the information.	MWC Commissioners, liaisons and MWC staff	2008-2010
	3. Inform others about status of women and girls in Michigan.	3A. Do outreach activities, such as give speeches, provide written materials, and table at events.	MWC Commissioners, liaisons and MWC staff	2007-2010
	4. Prepare a toolkit for use by commission members.	4A. Do a toolkit that contains information for commission members on topics such as the Governor's Agenda, osteoporosis, etc.	MWC Commissioners, liaisons and MWC staff	2008-2010

GOALS (from PA 1 Of 1968)	OBJECTIVES	STRATEGIES	PERSONS RESPONSIBLE	TIME LINE
II. Strengthen home life by directing attention to critical problems confronting women as wives, mothers, homemakers and workers.	1. Work with MI's major women's organization to work on common agenda.	1A. Host annual meeting of women's organizations to discuss priorities and share information. <i>1B. Support local women's commissions, Ingham and Oakland Counties (1/2008 staff added).</i>	MWC staff	2007-2010
	2. Work with Governor's Task Force on Unintended Pregnancy and Family Planning Advisory Council.	2. Highlight the proposals from the Governor and share information with others.	MWC Director	2007-2010
	3. Monitor legislation.	3. Study and monitor legislation that will improve the quality of life for Michigan women.	MWC Legislative Committee and MWC staff	2007-2010
	4. Advocacy on legislation.	4. Vote on legislative positions at MWC meetings, notify legislators, testify as appropriate, do letters to the editor, and work with other organizations (coalition partners).	MWC Legislative Committee, MWC members and MWC Staff	2007-2010
	5. Highlight women's issues.	5. Use the quarterly newsletter to 13,000, the monthly newsletter to commission, and website to highlight women's issues.	MWC Staff	2007-2010
	6. Work with the Early Childhood Investment Corporation.	6. Develop a relationship with ECIC to work on child care and other common issues.	MWC staff, liaisons and commissioners	2008-2010
	<i>7. Participate in the MDCH Infant Mortality Conference.</i>	<i>7. Date is May 5, Lansing Center (added by staff, 1/2008).</i>	<i>MWC staff, liaisons & commissioner</i>	<i>2008</i>

GOALS (from PA 1 of 1968)	OBJECTIVES	STRATEGIES	PERSON RESPONSIBLE	TIME LINE
III. Recommend methods of overcoming discrimination against women in public and private employment and civil and political rights.	1. Increase awareness of being politically involved by voting and running for office.	1A. Prepare materials for commissioners and staff to distribute.	MWC members/ MWC staff	2007-2010
		1B. Work with other organizations, such as The White House Project, to encourage and train women to run for office.	MWC members/ MWC staff	2007-2010
	2. Increase awareness of Civil Rights laws.	2A. Work with the Michigan Department of Civil Rights to highlight women's issues and monitor implementation of Proposal 2 of 2006.	MWC staff and liaisons	2007-2010
	3. Increase awareness of Title IX.	3A. Work with the Michigan Department of Education to highlight the Title IX programs.	MWC staff and liaisons	2007-2010
	4. Act as referral for women who need assistance.	4A. Make referrals for services in the state through phone and email inquiries.	MWC staff and liaisons	2007-2010
	5. Assure senior women's issues are addressed.	5A. Serve on the Advisory Committee for the Office of Services to Aging.	MWC staff	2007-2010

GOALS (from PA 1 of 1968)	OBJECTIVES	STRATEGIES	PERSON RESPONSIBLE	TIME LINE
IV. Promote more effective methods for enabling women to develop their skills, continue their education and to be retrained.	1. Work to increase awareness of education programs for working women.	1A. Place materials about the state's programs on our web site.	MWC staff & liaisons	
		1B. Make referrals for women who need assistance.	MWC staff	
	2. Work with young women to educate about professions they might consider.	2A. Host a "Young Women, Strong Leaders" (YWSL) conference with other organizations in a one-day format in various areas of the state.	MWC staff, and MWC members and other organizations	Spring 2008 Fall 2008 Spring 2009 Fall 2009
		2B. Develop a mentor program with the YWSL conference.	MWC staff, and MWC members and other organizations	2008-2009
	3. Work with women to retrain for employment opportunities.	3A. Highlight state programs for women.	MWC staff, and MWC members and other organizations	2008-2009

GOALS (from PA 1 of 1968)	OBJECTIVES	STRATEGIES	PERSON RESPONSIBLE	TIME LINE
V. Make surveys and appoint advisory committees in the fields of, but not limited to, education, social services, labor laws and employment policies, law enforcement, health, new and expanded services, legal rights, family relations and volunteer services.	1. Educate women about osteoporosis.	1A. Use material from the National Association of Women's Commission to educate.	MWC members and MWC staff	2007-2010
	2. Educate women on financial issues.	2A. Work with the MI Department of Treasury, AARP and others to develop a program.	MWC members and MWC staff and others	2008-2010
		2B. Host financial workshops around the state.	MWC members and MWC staff and others	2008-2010
	3. Highlight issues, such as domestic violence, with our publications.	3A. Review and update printed materials and develop new ones as needed.	MWC Staff	2007-2010
	4. Highlight Governor's Women's Agenda.	4A. Help to implement Governor's Agenda by working with other departments.	MWC staff & Liaisons	2007-2010
	5. Maintain resource materials such as the directory of women's organizations.	5A. Work with women's organizations and departments to update materials	MWC staff	2007-2010

GOALS (from PA 1 of 1968)	OBJECTIVES	STRATEGIES	PERSON RESPONSIBLE	TIME LINE
VI. Secure appropriate recognition of women's accomplishments and contributions to this state.	1. Work with the Michigan Women's Hall of Fame on annual recognition dinner and Women's Equality Day events.	1A. Host tables, publicize events and participate as appropriate.	MWC members and MWC staff	2007-2010
	2. Host a reception for Women's History Month	2A. In March, at our regularly scheduled meeting, invite interested parties to a reception prior to our meeting.	MWC members and MWC staff	2008-2010
		2B. Develop a toolkit on Women's History Month that includes the Governor's proclamation, videotape, etc.	MWC staff and Governor's office	2008-2010
	3. Host a reception to highlight the 40th birthday party for the Michigan Women's Commission.	3A. Work with Governor to sponsor a reception and invite past members and supporting organizations.	MWC members and MWC staff	2008
		3B. Prepare history of MWC's activities for 40th anniversary.	MWC members and MWC staff	2007-2010
	4. Highlight activities of state departments.	4A. Use our quarterly meetings to highlight what departments are doing that might be of interest.	MWC members and MWC staff	2007-2010

Staff Work:

Support MWC Activities	1. Work with commission to hold 4 meetings annually	1. Schedule meetings, commission mailings, meeting arrangements.	MWC staff and commission	2008-2010
	2. Work with legislative committee to have regular meetings.	2. Schedule meetings, do mailings, provide legislative information.	MWC Staff and commission	2008-2010

Added by staff (1/2008)

Partnerships and Collaborations

The Michigan Women's Commission views itself as a partnership agency and, as such, relies greatly on the assistance and support of other partners. The following project partnerships deserve our appreciation:

- Office of Governor Jennifer M. Granholm • Office of Lieutenant Governor John Cherry
- Members of the Michigan Legislature • Members of the U.S. Senate • Members of the U.S. House of Representatives • Office of the Attorney General • Michigan Department of Civil Rights
- Michigan Department of Civil Service • Michigan Department of Corrections • Michigan Department of Community Health • Office of Services to the Aging • Michigan Department of Education • Michigan Department of Information and Technology • Michigan Department of Human Services • Michigan Department of Energy, Labor and Economic Growth • Michigan Department of Management & Budget • Michigan Department of Natural Resources • Michigan Department of State • Michigan State Police • Michigan Department of Transportation • Michigan Department of Treasury • Michigan Economic Development Corporation • Domestic Violence Prevention & Treatment Board • U.S. Department of Labor, Women's Bureau • Michigan Women's Legislative Caucus • and other organizations, individuals, and agencies too numerous to list.

Women need to be recognized and rewarded in the workplace:

- Too few women are at the top in businesses; pay equity is a real problem.
- While childless women working in corporations earn nearly the same as male counterparts, mothers earn 15% less on average than men and single mothers earn 40% less.
- Policies need to be adopted that allow flexible work arrangements, flexible career paths and new leadership styles.
- Policies need to apply to those on the low and middle end of the company.
- Government needs to give incentives to businesses to make change.

Religious institutions need to support women:

- Despite a significant decline in women's religious participation, the fact remains that religion is central in the lives of millions of women.
- Religious institutions need to value women and families, work for public policies to support families, and speak out on behalf of women and families.

The media needs to reflect women:

- Women aren't accurately portrayed.
- Need to challenge the stereotypes with facts, figures and humor.

Opportunities for men and women to work together:

- Despite mixed feelings by men about women in the workplace, men need family-friendly policies as well as the women.
- Men need to rally behind efforts to make it better for women and men to work and live in our changing economy.
- Finding creative ways to allow men and women to integrate, combine, and sometimes alternate their responsibilities to work and to family could be the single most effective "pro-marriage" program of the 21st century.
- Government, employers and our society need to:
 - Recognize that we are not going back to the 1960s.
 - Understand that gender equality will reduce tensions between men and women.
 - Structure our laws and institutions so that when marriages end, more couples are able to negotiate less conflicted partings.
 - Embrace flexible working hours, family leave, child care and elder care.

And there is much more.

For a complete copy of the report go to www.americanprogress.org

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